From: Bonkowski, Janet [mailto:BonkowskiJ@Schneider.Com]
Sent: Friday, May 31, 2013 9:51 AM
To: Michael Grabell
Subject: Schneider Logistics information for warehousing article

Good morning and happy Friday, Michael—

Attached and below you will find answers to the questions you posed related to the warehousing article under development. All should be fairly self-explanatory, providing additional context regarding the role of Schneider Logistics Transloading and Distribution in the Elwood operation and the supply chain overall.

Best of luck as you put this story to bed, and thanks for your patience as we pulled this information together for you.

Answers to your questions:

Q: Can you confirm the players involved in the Elwood operation?

A: Our relationship with Walmart and the temporary agencies hired to handle warehouse work follows a traditional supply chain model, with independent cogs working together to move goods through the supply chain efficiently and cost effectively. The attached visual is in our opinion a more current, relevant and accurate depiction of the operation of today's supply chain.

Q: How does Schneider Logistics Transloading and Distribution use temp workers in its warehouse operations?

A: Schneider hires temporary agencies to assist with staffing for the ebbs and flows that are inherent when working on the

import side of the supply chain. Those ebbs and flows become even more pronounced for retailers and all suppliers across the supply chain when the economy is unstable. Use of a temporary staff that can ebb and flow with the needs of the business keeps transportation and supply chain costs competitive and maintains affordable goods for consumers.

Q: As a warehouse employee working for a company that Schneider Logistics Transloading and Distribution subcontracts with, is it possible to move from a temp role with an agency to a full-time role with Schneider Logistics?

A: Absolutely, provided the person applying for the role has the right background and skill set to perform the role in question. Over the years, Schneider Logistics has hired temp workers into permanent roles.

Q: Does the current system for operating warehouses that manage the flow of international freight in turn create a system whereby workers can be cheated on wages without the knowledge of the hiring organization (ie, SLTD)?

A: Schneider Loigistics Transloading and Distribution manages its operations with integrity and respect for its associates, suppliers and customers. Our suppliers are independent of Schneider. When we utilize third-party vendors, we contractually require full compliance with all required laws and that all parties conduct business ethically. Our customers hold us to the highest standards, and we in turn hold our suppliers to the same high standards. Schneider Logistics is a good company that treats its associates with dignity and respect. We expect those we contract with to do the same.

Q: One of the workers Michael (you) spoke with told him that the temp agencies being used are very fly-by-night. For example, the reporter was told that Verocity Staffing was actually a temp agency being run out of a hotel meeting room. Does Schneider Logistics have any comment on this?

A: We rely on the temporary staffing companies we work with to ensure that they hire sub contractors who are stable and compliant. In hiring our temporary staffing agencies, Schneider Logistics reviewed the Illinois Department of Labor website to confirm that all temp providers met the requirements and were approved as Day and Temporary Labor Service Agencies.

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